

HUDSON, NH, BOARD OF SELECTMEN
Special Meeting Minutes of April 30, 2012

1. CALL TO ORDER – (Chairman Coutu) Good morning ladies and gentlemen and welcome to a special meeting of the Board of Selectmen this Monday morning April 30, 2012.

2. PLEDGE OF ALLEGIANCE - led by Enrique Mesa.

3. ATTENDANCE

Board of Selectmen: Roger Coutu, Rick Maddox, Nancy Brucker

Staff/Others: Steve Malizia, Town Administrator; Jason Lavoie, Police Chief; Captain Robert Tousignant; Captain William Avery; Deputy Fire Chief Robert Buxton; Fire Chief Shawn Murray; members of the Commission on Latino Affairs appointed by the Governor

4. DISCUSSION ITEMS

A. Discussion with Latino Commission

Before we begin the discussion, Chairman Coutu said he was going to read a prepared statement. The statement is written and will be delivered deliberately. I hope that somewhere in the audience is The Telegraph reporter who wrote the story this past Friday. Is she present? She is here. This past Friday in this article, this statement is directed directly at you Madame. "This past Friday, April 27th, and article appeared on The Nashua Telegraph's front page titled "Hudson to meet with Latino Reps. – Town hoping to mend fences after 2005 issue." This article was written by the reporter who identified herself and her name is Danielle Curtis. I want to make it very clear that I never mentioned, implied, or in any way inferred that this meeting had anything to do with any past history relative to 2005. I never mentioned the name of former Hudson Police Chief Richard Gendron nor did I mention anything about I.C.E. This reporter took the liberty of inserting the history between paragraphs where she is directly quoting me relative to the reason for the meeting this day. The liberty she took has caused me much anguish and pain and Richard Gendron who is a friend of mine and always has been. I have and continue to maintain the utmost of respect for him and for what he has done for our community.

For the record, the most relevant quote in the article is near the end where Selectman Coutu is quoted as saying, and I quote, "We want people to know that this community does not discriminate. We are a welcoming community and I've never seen it as anything but." I have lived here for 12 years. I am pleased to say that in all of that time I know that our citizens have been well served. The liberties taken by this reporter detracted from the reason why we are here. We are here because the President of the Governor's Advisory Commission on Latino Affairs, Mr. Enrique Mesa, Jr., made some disparaging remarks about our town about one year ago. Those comments were published in the Manchester Union Leader. It was implied that we are not a welcoming community to the Latinos. I took serious exception to that statement because I know this town is welcoming to all. This is the only issue I wish to have on the table and I hope that we convinced the Commission that we walk the talk and that Hudson is a great town for all of our citizens.

Mr. Mesa, Chairman Coutu would like to personal welcome you and I hope Sir that when you walk out of here we walk out of here shaking hands and you are convinced of the statement that I just read, particularly the end and not necessarily what I said about the reporter. I think she knows I take serious exception with the kind of liberty some reporters can take to turn a story around to get a front page headline. We're here Sir to convince you that we are a welcoming community. That in no way do our agencies discriminate. If you would Sir, I wish that you would introduce yourself and the members of the Commission.

Mr. Mesa wanted to thank the Selectmen of Hudson for allowing us this opportunity. To introduce myself, my name is Enrique F. Mesa, Jr. I'm the Chair of the Governor's Commission of Latino Affairs. We have here the Vice-Chair Eva Castillo; Ralph Rojas who is the Treasurer; we have Sylvia Sivonich. She's the Treasurer. We have Alejandro Urrieta and Maria Cristina Rojas who is also members of the Governor's Commission. Alejandro Urrieta has some opening remarks.

Before we do that, Chairman Coutu wanted to ask the members of the Board – Selectman Maddox if you have any statements you would like to make at this time. Selectman Maddox indicated at this point Sir I think I'm here to listen. Selectman Brucker said she was here to listen as well. I haven't heard anything about this issue.

For the record, my name is Alejandro Urrieta. I'm a member of the Latino Commission but also I am a resident of Hudson for the last 23 years. For me I want to see my statement to bring to the full Commission through the Board of Selectmen and to the police. I want to bring the voice that happened on the Latino communities or Hispanics here in

the State of New Hampshire. There is an idea that we are not welcome community to immigrants in general. That is something that personally, as I said before, I disagree. I believe there have been several happenings that make to create that idea. I believe it is the responsibility of all of us on the Town of Hudson to change that. That is a moment to turn the page. We can begin to talk about things that happened 5 years ago, 3 years ago but that is not the point. The point is what we are going to do now to make sure that people know this is a very welcoming community. That is for our all interest.

Mr. Urrieta I want to clarify something. The School District of Hudson is one of the most diverse school districts in the State of New Hampshire. That means there are immigrants that come here. They are coming here for the same reason I came here because it's a nice community. We have one of the best high schools in the nation. That attracts a lot of people to be here. That is very advantageous. We can create the idea that Hudson is not a welcome community. For example, we don't need to have someone because he's Hispanic that he said well I do not want to call the police because maybe their families are a member that is documented immigrant. They are afraid of the police that when they are reporting a crime, they are going to discover the immigration situation of the loved one. So that is very dangerous because if someone is a victim of a crime or someone witness a crime, that person wants to be able to call the police and tell them. I am a victim of a crime. A victim of a crime is a victim of a crime. It doesn't matter what his immigration status or that person is here in the United States. That is very important for the community to know.

(Alejandro Urrieta) What is the position of the police on this equation? We want the people at large to be confident of the police. That is good for everyone. If you are a documented immigrant or a documented immigrant doesn't matter, or that we don't want to have someone living in this community that is committing a crime. I don't care if that person that is committing a crime is an immigrant or is American borne. He certainly doesn't care about that. If someone is committing a crime, I want that person out of my community. I want that person punished. I don't care if that person is Latino. I don't care if that person is born here or came from China. We want to have a safe community. That is very important to create a good dialog between the law enforcement of our town and the rest of the community. My personal experience with law enforcement, it has been great. I have never had any problem being stopped by the police. I want to tell you, I have been stopped by police on my own fault. That is like anybody. Sometimes I have been stopped by the police driving on 102 sometimes my work has me driving very late. They stop me and they were polite. Either you crossed the line or did something, that's fine.

Mr. Urrieta is the President of Latinos. I'm stepping down now but I have been the President of Latinos Unidos of New Hampshire. This is an organization that raises money to give scholarships to Latinos that are organized in a New Hampshire Latino Festival. I don't know why but the three times they came to meet with me, they were stopped. This happened a long time ago. So they say we were profiled. Maybe not, I don't know. The thing all of that is the fact that Hudson used to have, and not any more I am aware of that, an agreement with I.C.E. That also makes those stories to be more believable. That is something that for me as a resident of Hudson first I want the people to know – there is a statement to know what is the position of the police when they stop someone that is for example a documented immigrant. If someone is stopped not because they are committing a crime, they're just stopped because I don't know any issue. Maybe they were stopped because they're helping them when they are in any kind of trouble on the road. What happens when someone is a documented immigrant is reporting a crime.

(Alejandra Urrieta) What obligation does the police department have with immigration? I believe all of that is very good to clarify. For example the white supremacies come every year to the town and meet here around 4th of July. They can be here and can do whatever they want. They have the right. I don't have anything to say about that. What bothers me is that they believe this community welcomes them. That is because he's going together with the same tune that we are not friendly with immigrants. That is the only thing I think the Town of Hudson needs to clarify – needs to clarify this. We are a welcoming community. We are here to protect everyone and we are sure with respect, with respect, the civil rights of everybody. We do not punish someone that is not really committing a crime. If anybody from the Commission would like to add anything to my statements.

Chairman Coutu thanked Mr. Urrieta. It's a good segway, but I want to clarify one thing. That is that you brought up the subject of white supremacy coming to our community. I want to say that giving them notoriety is not the way to handle it. We have been tolerant but vigilant. The Police Department is aware that they are in town. We don't make an issue of it. We don't bring attention to them. We don't ask them to disburse or disband unless they commit a crime or they were to do something that would obstruct traffic or flow. From the history that I'm aware of, they have been peaceful. I've been on this Board for 4 years. Every year for 4 years from the Police Chief now and the Police Chief then advising me that they were in our community and that the Police Department was going to be monitoring them. To bring attention to them, only insights them even more. You and I, and I talk about you and I, I'm talking about the populous of myself personally. We watch news and there are many times we looked and said why is the news media there covering this and giving undue attention to something that we're not proud of in this country. Not just in Hudson anywhere whether it's Boston, New York, or California wherever it takes place. We don't give it the publicity and the notoriety they would like us to give it. I think that over time they're eventually going to get the message. The best way to discourage people is to ignore them, and we will continue to do that. You gave us a tremendous segway Mr. Urrieta and I appreciate that and I appreciate the fact that you have a very positive outlook because you are a resident of our community. That speaks volumes. You're a member of the Commission and I

know that you speak from the heart and you've spoken honestly about your experiences in this community. With that, I will introduce our Police Chief Jason Lavoie.

Good morning. Chief Lavoie could certainly clarify some of the issues that you were speaking in reference to us and at the time being affiliated with I.C.E. From the time that we did form that, for lack of better words, partnership with them, one of our I.C.E. members is sitting behind you – Detective Patrick Broderick. The goal of that was for exactly what you spoke to. That was how do we help victims of crimes. If they are illegal, we were attentive that they may be afraid to come to us with their problems and voice that. Therefore, they would constantly be in a cycle of victimization. We wanted to be able to lend them some assistance so that we could break that cycle for them. One of the things that Detective Broderick was able to do – there was only about 4 or 5 times that we actually did things with I.C.E. over a roughly 4 or 5 year period I believe it was. Let's say 6. Let's go on the high side just to be safe. In one of those instances, Detective Broderick, and I would certainly defer to him to be able to speak about the particulars of what he was able to do, but we were able to provide a VISA with that person to allow them to stay in the country and start a process so that we could work with them. For every year I have to sign off on a document, investigation took place, an arrest was made, and prosecution took place. Since that time every year, I sign off on a document to our government that says we were able to help this person stay here in this country with this VISA. There's a little bit of misinformation exactly as to the intent of I.C.E. not only on your part but also on the part of other people. Some people thought that our job was to go around and do the job of what immigration and control was doing and deal with deportations. That is only a little segment of it. That segment only was enacted if we were conducting an investigation into a criminal or some sort of a violation or a violation against the laws of the State that investigation resulted in the perpetrator as being illegal. That allowed us a little bit more time to then assist I.C.E. because a lot of times they couldn't come out when we had someone that needed to be held for a little bit. Part of Detective Broderick's ability, he was able to handle that for us if we did have a perpetrator who was committing crimes. Again Chief Lavoie indicated that the other aspect of that was we wanted to have an avenue. If people understood what I.C.E. was and their full jobs that they could do, we'd be able to issue a VISA to someone who was a victim of a crime. That was one of Detective Broderick's jobs.

Chairman Coutu asked Detective Broderick if he wanted to expound on any of that please. Chief Lavoie said even clarify if I did misspeak please.

Good morning. Just full disclosure, Detective Broderick said I am a Mexican American. My mother is Mexican. I got into this because we have laws to uphold in this country. It was something that I wanted to be involved with because I thought it was interesting with my background to also be involved with this immigration customs enforcement. At the time, Detective Doug Dubuque was also involved with the program. I will say we did not start any investigations on anybody unless there was already a prior arrest or other criminal offense that was initiated. Everyone that was investigated wasn't always deported. It doesn't mean just because we investigate them that they we immediately sent their name. The ones that were brought into the deportation process were subjects that were convicted of prior thefts, domestic violence, and numerous thefts. I'd like to say also a large percentage were actual Kenyon that we actually deported from our program specifically. Only a small percentage was actually Hispanic or Latinos.

Specifically, Detective Broderick said our program focused in on information that came from patrol. No single patrol officer had the ability to detain, initiate, or stop an investigation dealing with immigration customs enforcement. They would take the information, forward it to me, I would do my homework and do a complete investigation. If there were a violation of immigration law – I'd like to say specifically in Hudson when the initial 287g program came out, they did not just focus in just criminal aliens. They focused in also anybody that's violating any deportation law. I'd like to say that we actually honed in on that and we focused in criminal aliens. I use the term "alien", I know it can be used as a derogatory term and I apologize, but that's how it is designated for purpose of immigration law. We focus in on criminal aliens. We are not here to stop a gentleman who is trying to make a better life for himself. That's not what our purpose was. We noticed and to this day as a Detective I am no longer with the program. The Hudson Police is no longer with the program. I still get phone calls from businesses throughout towns because people are presenting false documents in order to gain employment. I understand that's something they need to do in order to gain employment in this country. That's an issue for the federal government and not us. They don't consider on the opposite side of that that there's victims that are now being used, their identities, their social security numbers. We're not obligated to pay off these taxes that are incurred from someone else using their identify, their information. That is something we still deal with to this day and no longer we can have that ability. I'd like to emphasize that we initiated these investigations based off of criminal activity. It wasn't all geared toward Latinos or Hispanics. Thank you.

Chairman Coutu thanked Detective Broderick. So that we have the command staff here with the Chief of Police, they both have history with our Police Department and I'd like to introduce them and ask them if they would like to render any remarks.

Hello. As Selectman Coutu mentioned, I'm Captain Avery. I'm the Operations Commander with the Hudson Police Department. I basically just want to reiterate what Detective Broderick just went over. Officers were not out there randomly stopping undocumented people. This was all brought on through investigations. The command staff constantly would be made aware of what was going on with that status. Detective Broderick and then Detective

Dubuque kept us up to date constantly. There was really never any people that weren't involved in criminal activity. I know that was the perception out there. Hopefully we can get this cleared up. Thank you for coming.

My name is Robert Tousignant. I've been with the Department for a total of about 33 years. I can say in the career that I've had here; I can honestly say that I've never seen any discrimination or any type of profiling that takes place or has ever taken place from the Hudson Police Department.

Chairman Coutu asked Captain Tousignant if he could explain to Enrique Mesa and the Commission a little bit about the CALEA process and the standards that we have to uphold and the investigatory arm of CALEA and some of the policies that we must adhere to.

Captain Tousignant stated that we are nationally accredited and there is a standard. I have the books here if anybody would like to take a look at it for biased based profiling. We provide training every year to every member of the police department concerned biased based profiling. We have to meet that standard by taking statistics within our own department and compare it to the population of every type of minority community within the State of New Hampshire. Every report that's been completed, we do meet the standard. The documentation that we have shows that we don't have any excess activity compared to the population of that particular ethnicity in the Town of Hudson. I have copies of the reports that we filed here and our complete standard that we filed with the Commission on law enforcement accreditation if anybody would like to take a look at it.

Chairman Coutu wanted to mention for the record Mr. Mesa and members of the Commission that I had the distinct privilege and honor to go down to Mobile, Alabama this year for our reaccreditation. I'm proud to say I believe there are only 47 in the United States that were accredited with excellence and we were one of those 47 police organizations in the country that were accredited with excellence, which is the highest honor you can achieve. Even though he didn't get into it, it isn't just a bunch of people coming into town, looking at our books, and walking out of town. They're here for quite some time. They participate in the activity of all 3 shifts on the road, in house, policies, procedures, questioning police officers, our administrative staff to make sure that we are compliant with all of the things that we proclaim in our policy manual that we do. So it's not just reading manuals and saying yes you have a policy are these policies being adhered to. So we feel very privileged with the distinction that our community was given. So that we have the full boat as I might say in terms of public safety, we have with us our Fire Chief and our Deputy Fire Chief and I'd like them to say a few words.

Thank you Mr. Chairman. Good morning. My name is Shawn Murray. I'm the Fire Chief of the Hudson Fire Department. From an emergency services perspective or the fire department as you are well aware, we provide fire and emergency medical services. In our role in the community and our interaction with the community itself as far as emergency medical services goes, we are under very strict federal guidelines that we cannot provide information about any one person. Certainly there are strong federal laws which speak to discriminating based on age, sex, or ethnicity. Those types of things are kept very confidential for us. Certainly we would have no connection really to the immigration issue unless there's a crime of arson. We have to work with the Police Department. Again, our only information is non immigration related that is passed on to them.

Good morning. Deputy Chief Robert Buxton. I'm the Operations Deputy for the Hudson Fire Department. I would just echo what the Fire Chief just said. The members of the Hudson Fire Department do an outstanding job providing fire and EMS services to our entire community. They're very supportive of the community and very involved in the community. They find this to be their home. Thank you.

Chairman Coutu told Mr. Mesa we have brought in those people who we feel are relevant and important to the issue that you raised a year ago. That's what I took exception to was that statement. A former Chairman of the Board of Selectmen said to me just the other day as a matter of fact he said, "You were the one that was the most incensed about it." If feel that as our role as members of the Board of Selectmen that we must be vigilant of all of the activity that takes places in our town. We are 5 members. We are diverse. One of the duties of the Chairman of the Board of Selectmen is to appoint members of the Board of Selectmen as liaison to various departments within the community. In their role, they report back to this Board any matter which they feel we need to take action on. That person also serves, and in this case for the Police Department, is Selectman Maddox and for the Fire Department it's myself. Selectman Brucker has other assignments as do the other two Selectmen.

Chairman Coutu indicated that the community is well aware of where we live, who we are. I'm a businessman in the community. I'm in my store every day so people know how to get a hold of me. I have never Sir in the 4 years that I've served on the Board of Selectmen ever had a complaint about profiling or discrimination. I know people know my reputation, know who I am, and how I am about how we conduct business in our town, and how sensitive I am about the reputation of our community as we all are as members of the Board of Selectmen. I will stand and defend when we are right. I will criticize and take action when I feel we are wrong. With regard to the issue that you raised last year, and it was in my face as of that day, there was nothing going on that led me to believe that you were justified in those comments. I hope and I'm going to give you an opportunity and any member of the Commission who wishes to speak to come up and speak to address what we discussed and if you would Mr. Mesa if you feel like you should,

comment on what you said and let's hopefully we can put this behind us. If anyone wants to get up and speak, you're welcome to go up and speak.

I'm Eva Castillo. My job is an Immigrant Rights Advocate with NH Alliance for Immigrants and Refugees. Presently I am the Vice-Chair of the Latino Commission and I'm also Commissioner with the Manchester Police Department. I Chair the Community Advisory Board of the Manchester Police Department. I'm not going to talk about this issue. It's water under the bridge. Let me explain a little bit where we come from. In our countries, us Latinos are mostly immigrants really - the Africans, the Arabs we do not trust the police. The police where we come from are not a dignified profession like it is here. They just take somebody from whatever, give him a badge and a gun, and the power to do whatever. That's the position that we come here from. We fear officers. We fear the law because they're not to be trusted. My Mom always told me you never ask any policeman for help because if the rapist doesn't do it, the cop will. We're trained up to this day even though I have a good relationship with police that has taken a long time to foster. I never leave home without my ID in my pocket. I cannot have my glasses but I have my ID in my pocket. There are certain things that never change. This is where we come from. This is across the board not only the Latinos. When we were having that situation, everybody was fearful of it. I'm not going to talk about that.

Let's move forward. Ms. Castillo took the liberty of bringing our police department's policy on dealing with the undocumented which is just what you just described. If people are not committing a crime, we're not here to protect criminals. I don't want any criminals regarding so we're there in my community either. I would like to propose that you do something like we have in Manchester - a multi cultural meeting every month for an hour to foster mutual understanding and respect between the law enforcement community and the immigrant community in general. It doesn't have to be Latinos only. We meet once a month for one hour. We have been functioning almost 3 years. That has worked wonders. The police department had opened their doors. People are comfortable going there. We meet at the headquarters. People are comfortable going there, sitting there, and sharing with the police their issues. Out of that, our Manchester PD does training on drugs, and whatever and he works for the image of everybody. I really did not start on a position of friendship with my Chief. It was something similar to this. In the 6 years that he's been around, things have changed a lot. My community is definitely a safer community. People feel confident reporting a crime. People feel happy going to headquarters and meeting them in their own territory and seeing that the badges here are something to be respected. They are here to help everybody. It has made a big difference to all of us. I just throw that on the table and see if you would like to do something like that. Right now, Nashua just started 4 months ago started something similar to that. They came to one of our meetings. It takes a while to level up and to get to trust each other and know each other. It works to the advantage of everybody. I really thank you for clarifying everything and for stepping forward. I know we have spoken before. I feel much better now leaving after this meeting and knowing that it was just a big misunderstanding. It had a trickle of truth. A lot of the untiming on bills in the States were sponsored also by the State Reps. from Hudson. That really created a big black cloud over our heads. Let's move forward. I'm really grateful for you taking the initiative to meet with us and giving us a voice in listening to our concerns. I'm happy to assist in any way I can. Thank you.

Chairman Coutu thanked Ms. Castillo for her remarks. One of the things that I think that a lot of us in this country fail to understand is the culture of immigration and immigrants to our country. We failed to recognize until we read an article in the newspaper about the rapes in Kenya, and all of the rapes in Africa, and the mistreatment by police officers who are not really trained such as our police departments are. They're handed a badge, and a gun, and here's \$12 a month, go arrest and do whatever. They're rapping, they're pillaging countries. We all know realistically that that doesn't take place in this country. Our police departments today especially are under the spotlight every day. We're more careful in the manner in which we treat people. Our police departments are trained very professionally and 99 percent of the time they conduct themselves in a very professional and courteous manner with the citizens. That's not to say there aren't bad apples in the bushel. There are in every walk of life but they are so few and far between to me it's not worth mentioning and it gets sensationalized. Those few incidents get sensationalized in the newspaper especially today where everybody's telephone is a camera. I appreciate what you said. I feel a lot better now that at least someone has spoken up and said that they want to put whatever history whether they felt it was good or bad behind us and move forward. I would hope that at the end of this meeting that you will exchange business cards with our Police Chief and begin a dialog and see if the Police Chief can look into what's going on in Manchester and Nashua and see if it's relevant to our community. If so, I'm sure that he's welcome to entertaining opening up a dialog with our minority population if we feel it's necessary in our community. I know that we have several outreach programs both within the police department and the school system specifically addressed to that particular issue of outreach to our community. You as an adult, and I don't know how long you've been in this country - Ms. Castillo said since 1976 - Chairman Coutu said having been raised outside of our country by a parent(s) who distrusted the police and you come to this country, police are police. I understand where you're coming from. We need to be mindful of that. I appreciate you bringing that to the front for us all. Thank you very much. If you would at the end of the meeting please exchange business cards with the Chief of Police and begin a dialog with him.

Chief Lavoie appreciated Ms. Castillo's comments and did write down your name and I wrote down a little blurb already about your involvement with the Manchester Police Department. I noticed when you went up there you had said to Captain Tousignant you and I have talked before. The reason for that, and I want to share with you, is because when this first came to our attention that there was some uneasiness with the Latino community, I had heard

about that not from this forum. I heard about that from somebody in a different part of the State who contacted me who had some questions – another police chief. As soon as I got wind of that, I immediately started to try and contact the NH Minority Coalition, the group that he had heard it from so that we could meet and talk and try and clear the air. For those of you that are unaware, those are steps that we had taken to include – we even brought (inaudible) flyers where we were advertising for a police officer testing when we were going through our hiring process to encourage the Latino community to come and apply with us. Hopefully that message gets out that there is some misunderstanding and I fully agree with you. How do we move forward? Let's move forward from this.

There is something that Mr. Urrieta forgot to mention. That meeting you are talking about, that happened at a meeting with the Governor. I'm going to tell you a little something about the Latino Commission. The Latino Commission is a very diverse group of people. Enrique Mesa is a lawyer. Sylvia Sivonich and I we both are physicians. There is a Kristina Rojas that is an educator. Ralph Rojas is a profession of criminal justice. We are the voice of the Latino community from the Governor. That day we gave a report to the Governor and something that was not in the report was about some event of profiling by the State Police. For example, the Council of Mexico was profiled. We brought the Council of Mexico there and to tell the experience she had. On that date I mentioned also about how I was very uneasy by the fame of Hudson to be unfriendly with the immigrants. That day I learned that Chief Gendron was in charge. That is why after that I never immediately came here to begin a dialog with you.

Mr. Urrieta also learned very quickly by Eva Castillo that how a Captain to send us has been going into the Minority Health Coalition that were at the meeting. I'm aware of that. For me as a member of the Commission, I want you to see us as the people who raise a voice to produce some changes and create an awareness. Because one time I was confronted, not here in the town, that we are against the police. No, we are not. We have a lot of respect for police here in the United States. We want to bring up to the authorities the issues that they spoke into the community and finish without misconceptions. Orientation is good. Orientation is incorporated with law enforcement. Orientation is incorporated with all the authorities that are in the State of New Hampshire. For me as a citizen of this town that God's given so much to me and my family, I feel obligated to raise. That is why I decided to come that day to the Board of Selectmen to tell you what was the feeling around there. I think that this is great. I am very, very thank you to Selectman Roger Coutu and all of you to be here sincerely from the bottom of my heart. I want to just see us as a group of people that want to incorporate and help. That is where we want to be. I am very grateful.

Mr. Urrieta forgot to clarify. The person that talked about Hudson to be in trouble with immigrants was me. I don't hide it. That is because it is what we're supposed to do. It's what we do. We're the voices of the Latino community for Hispanics for the office of the court. Thank you very much.

Thank you Alejandro. Chairman Coutu wanted to say for the record that it's obvious to me that the Latino community and minorities in general because you just don't just represent the Latino community are well represented by this commission. For the record, I want to make it very clear that Dick Gendron, former Chief of Police, is a friend of mine and continues to be so today. He doesn't need defending. I supported his actions back then. I continue to maintain my friendship with him. I don't think there's a member of this Police Department that would say that they were asked by the former Chief of Police nor this Chief of Police to go out and profile anyone. They upheld the laws of the land and I thought that was clearly enunciated. Again, that's water as you say under the bridge. I'd like to move on with that. Alejandro, I give you much credit for working with me. We would have met a lot sooner Chairman Mesa but as you know, Alejandro has had some personal family medical issues to deal with. So far so good. Prayers have been with you. You know that. We've communicated quite a bit over the past year, and then the holidays ensued. In two weeks, we were able to put this together. I give much credit to Alejandro and I also thank my fellow Board members for being patient with me and our department heads as well to agree to come here and hold a special meeting with you.

Warren Martinez. I've been married 53 years and this is the first time I had a lot of people listen to me. It's unusual. I first came here in 1958 United States Air Force and came back to live permanently in 1967. From that time to this time, I think – I know, we have one of the finest police forces in NH and probably New England. Chairman Coutu appreciated that. Mr. Martinez knows a few folks that got a dollar for every time you criticize you all would be very wealthy people. Chairman Coutu thought we'd be wealthy people for all the times that we are also applauded Sir. Mr. Martinez hasn't seen any form of discrimination. Discrimination in Southern California was rampant. I'm blue eyed Mexican American. My wife calls me an endangered species. Let me give you a flashback to 1946. We had moved from Los Angeles, a mom and pop store, to Westward Aire, California. We were in the house about a month and a lady came to the door and said I want to speak to your mother. I brought her to the door and she said I have 55 signatures here. We don't want you Mexicans living in our neighborhood. Now the kids would invite me to come out to play to beat me up. That went on from the half of the 6th grade on up to my sophomore year. I got a good taste of what discrimination is all about. The way I look at it with the exception to the Latino civilization or group, it's Hispanic which covers everybody. It's not a specific group of people from South American. Its Mexicans, South Americans, Portuguese, and Spanish. I think that's the way it should be looked at. I know the police when they stop somebody they ask for license and registration. They don't ask you if you're Latino or Spanish. They're very good at what they do. I think the people from the other part of the State should realize that. We have one of the finest police forces in New England as far as I'm concerned. I go back to the Chief to little league and Captain Tousignant 20 plus

years. I know these people and I respect them. I depend on them and I think we have a very, very good community here bar none. Thank you very much for listening to me. I appreciate it.

Chairman Coutu thanked Mr. Martinez for your history. I can appreciate where you come from. My daughter presently lives in Southern California. They're moving, God bless them, to North Carolina. My son-in-law is with Cisco Computer Systems and he's Director of Worldwide Operations. He's going to operate on the East Coast rather than the West. I've heard some nightmarish stories even today about Southern California. Mr. Martinez said he prefers New England versus Southern California. Chairman Coutu said he does too. I'm glad I'm here. Thank you very much. I appreciate your comments.

One thing Commissioner Mesa can say in that article, over the weekend I did say that if I'm wrong I hope that the Selectmen can show me that I'm wrong. I'm really glad that I can look at the Board here and say that I was wrong for my comments. Chairman Coutu thanked Mr. Mesa. Mr. Mesa said it was unfortunate that misinformation, and I hope that you can understand where we're coming from, that even though its general information, that's what is coming to us. It's that misrepresentation that causes this perception in the community. I'm glad that we're addressing here today and I'm hopeful like Eva said, it's water over the bridge and we can move forward to mend with the Latino population. Even knowing that they're wrong how we can mend that gap with the Town of Hudson. That's what we want. I hope that moving forward we can touch base with the Police Chief and have maybe monthly, weekly meetings and advise them what we're hearing. Even if it's general, hopefully we can get more specific information and show them that this person was stopped. This is what he's saying. What is your department saying? That is what we want. We want to have a dialog. We want to stop the misperception. I really thank Alejandro and this Board of Selectmen meeting for meeting with us and discussing this issue. It is an issue. I live a town over in Nashua. It's affecting Nashua as well and Manchester. We as a Commission have been there from day one trying to mend fences. I hope that we can do the same here in the Town of Hudson.

Chairman Coutu wanted Mr. Mesa to know like most communities, we don't have free passes. We don't go past go and collect \$200. If in the course of our police work individuals are pulled over and they don't have a driver's license, or they don't have registration, it raises a red flag. They may feel that they're being discriminated against because that would be a good source for them to use. If someone should call the Commission and may comment as general as you say it may be, that the Commission inform them that you have an ongoing dialog with our Police Department and you will check into it. Hopefully you'll weed a lot of them out and say don't call the police. They don't want you to know they don't have a license or whatever. I am satisfied as a member of the Board of Selectmen and as a Town Father someone who represents the people that our police department, our public safety agencies, our municipal workers in this building when people come into pay their taxes, or they have a problem with their water or sewer, or whatever it might be that each and every single person is treated fairly and adequately. We will tolerate nothing less. I hope if for no other reason, and I certainly appreciate what you said Mr. Mesa, I hope that we have designed a conduit for members of the Commission to have an open and ongoing dialog with our Police Department.

If a program can be established that makes sense for our community, I know that our Police Chief and his leadership team is going to be most welcoming to doing whatever we can to eradicate the image that has been created primarily by the media I might add. Primarily by the media because they have a tendency to want to sensationalize in order to get headlines – things that just don't exist. I think that I took umbrage with your statement. I felt very uncomfortable – you know John Lynch is a friend of mine. If you don't, I'm telling you and I was upset and he knows that. Mr. Mesa said in Chairman Coutu's opening remarks that over the weekend you had some anguish. Well I've been having some anguish for the past year. Chairman Coutu said there's an e-mail circulating 200 to 300 people demanding my resignation for wanting to have this meeting. It was primarily not because of you, not because of the issues that you felt might have been prevelant in this community which I think we now just disowned and disavowed. It was because of the sensational headline given to this by the media. Like I say the best thing to do sometimes is just ignore it. When your wife is sitting at home and she's reading the e-mail that was circulated and she's crying, it affects me emotionally and it was very distressing that somebody misinterpreted and believed that I said some of the things that were in the article that were never mentioned or hinted at in any way. Like you said, a lot of it is as a result of media attention and stories that are exaggerated. I'm glad we've been able to clear the air. Before you leave, I want to greet each of you personally and shake your hands as I'm sure the other members of the Board of Selectmen would as well. With that I thank you.

Selectman Brucker said she feels very satisfied with what I've heard here. Some of the things that were mentioned was new information for me. I think that what's been discussed is very satisfying. For the record, Chairman Coutu said Selectman Brucker is new to the Board of Selectmen. She was just elected this past March. She's playing catch up and she's getting there.

Chairman Coutu indicated as you recall, Selectman Maddox is the liaison between our Police Department and the Board of Selectmen. Thank you Mr. Chairman. Selectman Maddox said as the liaison I have gotten phone calls from citizens that had issues and I've brought them to the Chief. We do have National Accreditation. One of those issues it covers is citizen's complaints. Again if there are issues, bring them to us whether the Chief or myself. We want them resolved. I'm glad we had this meeting. It's just a shame that it took this long. It could have been handled at a

regular Selectmen's meeting in a lot less time. Hopefully we can move forward, address some of the concerns, and continue to make Hudson the great place it is.

Chairman Coutu wanted to say to Selectman Maddox that he agreed with him. We probably could have handled this at a regular Selectmen's meeting. I want you and Selectman Brucker to know my heartfelt gratitude for bearing with me and coming to this meeting and participating and letting the Commission know that we're a caring community. I'm going to offer an opportunity for the Police Chief to make a closing statement and then we will adjourn the meeting.

Thank you and thank everyone for coming today to talk about this and get this on the table to discuss. Chief Lavoie agreed with what you are saying wholeheartedly is about misinformation and how do we correct that. It's about communication. The communication first has to be if you hear of something, you need to get a hold of us and whether its through these monthly meetings that we'll try and do and see how that works out or I you're grabbing the phone and calling me saying I've heard this. If we don't do that and you take that information to another meeting, and then to another meeting and the only one that's left out of this communication line is me, we're telling more and more people something that may not be accurate. Then we ourselves should hold ourselves accountable for perpetrating rumors or innuendos. If it is true, I want to deal with it immediate and nip it in the bud as fast as I can. I would encourage you to work with the communication, have a dialog. I'm pretty easy to get a hold of. The other thing that we can talk about after is if there's one or two of you from this group here with the coalition, I would invite you to do a ride along. The profiling thing has been mentioned a couple of times. That is concerning. As much as I say it until you really sit in the seat next to an officer, I would encourage you to tell us what the nationality is of the person that is driving 200 yards away from you at night time. When we make a motor vehicle stop when we see what it is that they're doing wrong whether it's a head light out, taillight out, speeding, whatever the case may be, you'll see how difficult it really is to see through someone else's windshield when you're in tune to it when that's your job. If there's one or two of you that would like to do that, I would certainly extend that offer to you to help us deal with – you know what it's really hard for them to kind of profile. I would encourage that as well. Thank you for coming and I'm sure we'll have some further dialog as we move forward.

Chairman Coutu said if any of them do get in the back the cruiser and do a ride along, I hope it's in the front of the cruiser, but if you do a ride along, please don't call the rest of the Commission saying you're in a cruiser in Hudson.

Selectman Maddox indicated that touches on the last time we had heard these statements. I have for the last 8 years ridden in police cars and luckily in the front seat. It is impossible. That's what I went looking for. I have ridden during the daytime, at night time, and all different shifts. All they see is it's a Toyota or a Chevy. Who's in that car they don't know until the walk up to the window. I just did not see the ability to denote who was in that car. I did look into that a number of times when that has been said. Again, I agree welcoming you to come along and see that it is just a car that you are stopping. Thank you Mr. Chairman.

Chairman Coutu indicated that Selectman Maddox also participated on a few occasions with the DWI stop program. It's just a matter of everybody getting stopped and you're checked to see whether or not you're capable of driving. If there's alcohol on your breath, I don't care who you are you're going to be asked to step out of the car and do a field sobriety test to make sure. That's what community policing is about as well. Community policing is stopping people from going through red lights, excessive speeds, DWI on the road, crossing yellow lines. Those things that these people if the police department has any sense that any of these violations could hinder our populous, hurt them because these people don't belong on the road, well they're not allowed to be on the road because they don't have a driver's license, or their registration tags are not in order. A lot of those you pull over you find that their licenses are also not in order. That is what community policing is all about – keeping our roads safe so that our citizens are safe. With that Mr. Mesa, I want to thank you so much for coming. I appreciate it. Thank you Sir. Let's keep the dialog going. Members of the Commission – Alejandro thank you so much. Chairman Coutu thanked and shook hands with the rest of the guests. On behalf of the Town of Hudson, thank you very much for coming. I'm glad we cleared the air. I hope we have.

5. ADJOURNMENT

Chairman Coutu adjourned the meeting at 11:08 a.m.

Recorded by HGTV and transcribed by Donna Graham, Recorder.

HUDSON BOARD OF SELECTMEN

Roger E. Coutu, Chairman

Richard J. Maddox, Selectman

Nancy Brucker, Selectman